UCSF newsbreak

NEWS FOR THE UCSF CAMPUS COMMUNITY VOL. 14, NO. 8 APRIL 9, 1999

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UCSF Stanford to lay off 800 employees

About 800 UCSF Stanford Health Care employees will be laid off over the next few months as the organization attempts to cut $170 million from its $1.5 billion annual operating budget.

The layoffs will come as part of an initial reduction of 1,275 full-time equivalent positions, according to UCSF Stanford. Another 725 positions will be identified for reduction during the next few months. When the process is complete, UCSF Stanford expects to cut 16 percent of its workforce of about 12,500 employees at sites in San Francisco and Stanford.

"These are extraordinarily painful decisions for all of us," wrote Chief Executive Officer Peter Van Etten in a March 29 letter to employees. "But I feel strongly that we have no other choice."

Administrators first warned managers in February that workforce reductions would be necessary to balance the budget, after posting a surprising $10.7 million loss for the first quarter of this fiscal year. Second-quarter financial figures are not much better, according to Bruce Schroffel, senior vice president and chief operating officer of patient care operations at UCSF.

"Our goal is to first break even and then to achieve an operating margin so that we can continue to invest in capital needs and program development," said Schroffel.

UCSF Stanford's financial problems are due to a multitude of factors, including declining government reimbursements for the care of Medi-Cal and Medicare recipients, who make up half of UCSF Stanford's patients, and increasing costs of drugs and other medical supplies. Operating in an intensely competitive managed care market, UCSF Stanford also receives payments from private insurers and health maintenance organizations (HMOs) that do not keep pace with rising costs.

(SEE UCSF STANFORD ON PAGE 7)



CHRIS T. ANDERSON

Learning from leaders in women's health

Six women from China came to visit the UCSF Center of Excellence in Women's Health last month to discuss models of women's health care, Chinese-American women leaders, abortion services and alternative medicine. The contingent of women, who represented the academic, governmental, medical and social services of China, toured the UCSF Carol Franc Buck Breast Care Center. Here Ann Chang, assistant clinical professor of medicine, left, shows the group around.

Faculty air concerns about UCSF Stanford's impact on academic mission

BY PAULA MURPHY

Although the layoffs at UCSF Stanford Health Care do not directly affect UCSF employees, some members of the faculty have concerns that the job cuts will infringe upon UCSF's academic mission.

Faculty from UCSF's schools of medicine, dentistry, nursing and pharmacy aired their concerns to UCSF Stanford officials at an Academic Senate town hall meeting on March 23.

Faculty said they fear that because employees will be forced to "do more with less," the teaching and training of the next generation of health care providers — and possibly the treatment of patients — could be compromised.

Many of the schools' faculty members who spoke at the meeting said that even before the layoffs were announced, the merger of UCSF and Stanford medical centers created some challenges for them. They also said that UCSF Stanford does not adequately seek their input when making decisions that may affect UCSF's academic mission.

UCSF Stanford officials reiterated that most of the problems that make the layoffs necessary were not caused by the merger but by external economic factors, such as shortfalls in government reimbursements and increases in the costs of drugs and medical supplies. Although they acknowledge that they need to solicit more faculty input, UCSF Stanford officials emphasize that the merger has actually strengthened the market position of the medical centers, which helps to protect the academic missions of both universities.

UCSF Stanford expects to lay off about 16 percent of its workforce, including hospital support staff, patient care staff and X-ray and lab technicians.

Diana Taylor, chair of the Faculty Council Executive Committee and associate professor in the School of Nursing, said that the merger created several opportunities for the nursing school, such as student scholarships and the newly established research enterprise called the Center for Patient Care Innovations. But she said that the "long-standing problem" of lack of access for students to clinical education, research training and practice sites has grown worse.

"With increasing patient acuity and fewer nurses caring for more patients, clinical training of students or participation in research activities becomes a burden for the clinical nursing staff," said Taylor. "They [the clinical faculty] are telling us that they don't have the time or the institutional support to continue to participate in these educational activities."

Bill Kerr, chief operating officer of UCSF Stanford, said that although the merger may have exacerbated these problems, it did not cause them. "It's a reality of the efficiency required in this highly competitive market," he said.

Taylor said she is worried that the School of Nursing, which is consistently rated as No. 1 or No. 2 of all nursing schools nationally and is this year rated first for the most funding from the National Institutes of Health, will not be able to sustain this reputation "due to the lack of stable funding for our clinical education programs." She recommended that UCSF Stanford clearly articulate its commitment to the School of Nursing's academic mission and that they appoint nursing faculty to their leadership committees.

Joe Guglielmo, a professor in the School of Pharmacy, said that although the merger has resulted in some positive outcomes, such as opportunities in service, teaching and scholarship, he is concerned that reducing the number of full-time equivalent (FTE) positions may become a limitation. UCSF Stanford has proposed cutting jobs in the departments of pharmaceutical services at both the San Francisco and Stanford campuses.

(SEE FACULTY ON PAGE 7)

UCSF to award medals on April 21

Four distinguished members of the campus community have been named winners of this year's prestigious UCSF Medal, the University's highest honor.

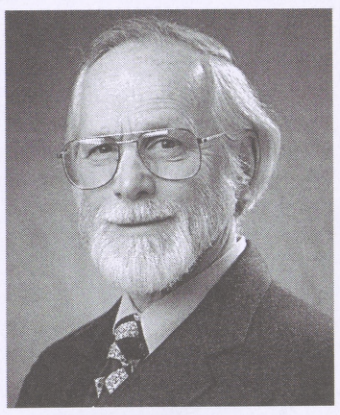
The awards will be presented at the UCSF Founders Day banquet on Wednesday, April 21.

The 1999 UCSF Medal winners are: community leaders Barbara Bass Bakar and Gerson Bakar; Ephraim P. Engleman, clinical professor of medicine and director of the Rosalind Russell Medical Research Center for Arthritis; and John C. Greene, dean emeritus of the UCSF School of Dentistry.

Barbara Bass Bakar and Gerson Bakar will be honored for their community service and leadership and philanthropic support on behalf of UCSF. Barbara Bass Bakar, former chair and CEO of Emporium/Weinstocks, is recognized for her active role in the health care arena, especially in the areas of cancer science and patient care. Her leadership as a member of the UCSF Foundation Board of Directors resulted in the creation of the UCSF Foundation Wellness Lecture Series and the Raising Hope benefit series, which supports cancer research.

Gerson Bakar, owner and chairman of the board of Gerson Bakar & Associates, has been a staunch supporter of UCSF and UC Berkeley. He is

(SEE MEDAL ON PAGE 2)



Chancellor Mike Bishop

UCSF hosts Chancellor's inauguration

UCSF faculty, staff, and students are cordially invited to attend the inauguration of Mike Bishop as UCSF's eighth chancellor on Friday, April 23 at 2 p.m. in the Millberry Union gym.

The inauguration will begin with a traditional academic procession and will culminate with the ceremony of investiture. A reception will follow.

Free tickets to this special occasion are available on a first-come, first-served basis by calling 502-4337. The inauguration also will be broadcast to Toland Hall. Other broadcast sites may be added; please call 502-4337 for more information. No tickets are required to view the broadcast.

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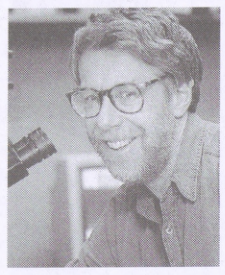
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Fields directs addiction center



Fields

Howard L. Fields, vice chairman and professor of neurology, physiology and psychiatry at UCSF, has been named director of what has been called the Wheeler Center for the Neurobiology of Addiction.

Inaugurated last May, the center is one of the nation's first research enterprises devoted strictly to understanding the biological basis of addiction from an interdisciplinary approach.

The center brings together 20 core faculty — leading cellular and molecular neuroscientists at UCSF, including those from the Ernest Gallo Research Center and Clinic at San Francisco General Hospital Medical Center, to focus their collaborative energies on the study of addiction. Addiction is considered the nation's leading health problem, with an economic cost of more than $200 billion, including medical costs and crime-related costs, according to the National Institute on Drug Abuse data.

"The goal of the center is to exploit the explosive advances in brain research to increase our understanding and ability to treat addiction, a potentially solvable medical disorder," says Fields, whose own research focuses on the way in which the brain regulates and interprets sensations of pain.

The center is named after Henry H. Wheeler Jr., president of the Park Water Co. Inc., located in Downey, Ca. Wheeler and his wife, Chayre, provided initial funding for the center.

The center expects to award roughly five to ten grants each year to support innovative research, especially projects by investigators whose work has not traditionally been focused on addiction but who are interested in entering the field. The center is particularly interested in collaborative efforts employing new research methods. To excel in addiction research, the center is seeking to establish a permanent endowment fund to support faculty recruitment and increased research in addition to the founding support from the Wheelers and Park Water Co.



CHRIS T. ANDERSON

First Mission Bay building gets big boost

Chancellor Mike Bishop, left, shows his pleasure as he accepts a check for $18 million from the Howard Hughes Medical Institute (HHMI) presented by Purnell Choppin, president of HHMI, while Zach Hall, vice chancellor for research, looks on.

These funds will be used to help finance the first research building at UCSF's Mission Bay campus.

The financing plan also calls for spending $21 million in state construction money; $110 million in gifts; $3 million in campus reserves; and $70 million in proceeds from external financing to pay for the $222.4 million, five-story building.

UCSF ranks among nation's best

UCSF's graduate programs in biological sciences and the School of Medicine received top marks in US News & World Report's annual survey of graduate schools.

UCSF tied for seventh in the magazine's top 10 programs in biological sciences, and tied for sixth in the overall rankings of medical schools. In its rankings of medical school specialties, UCSF rated as the top program in AIDS education and care, according to the March 22 issue of the magazine.

In the biological sciences, UCSF tied with Princeton and Yale universities, ranking behind Harvard and Stanford (tied for first), MIT, UC Berkeley, California Institute of Technology and Johns Hopkins.

UCSF ranked among the top in all six biological sciences "specialties" rated by US News – second in pharmacology/toxicology, third in cell and developmental biology, third in genetics, fourth in neurosciences, fifth in biochemistry/molecular biology, and eighth in microbiology.

The School of Medicine, which was ranked seventh overall in 1998 by US News, this year tied for sixth with Duke University. The magazine ranked Harvard as the top medical school, followed by Johns Hopkins, University of Pennsylvania, Washington University in St. Louis, and Yale.

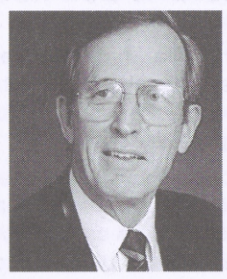
The School of Medicine tied for eighth in US News' rankings of top medical schools for primary care (the University of Washington was the top school in that category) and ranked high in six of the eight specialties rated by the magazine – first in AIDS, second in women's health, second in drug/alcohol abuse, third in internal medicine, fourth in pediatrics, and seventh in family medicine.

US News this year did not rank other health professional programs. In 1998, the School of Nursing ranked second, and in 1997, the School of Pharmacy ranked first in their category.

(MEDAL FROM PAGE 1)



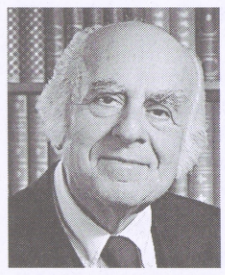
The Bakars



Greene

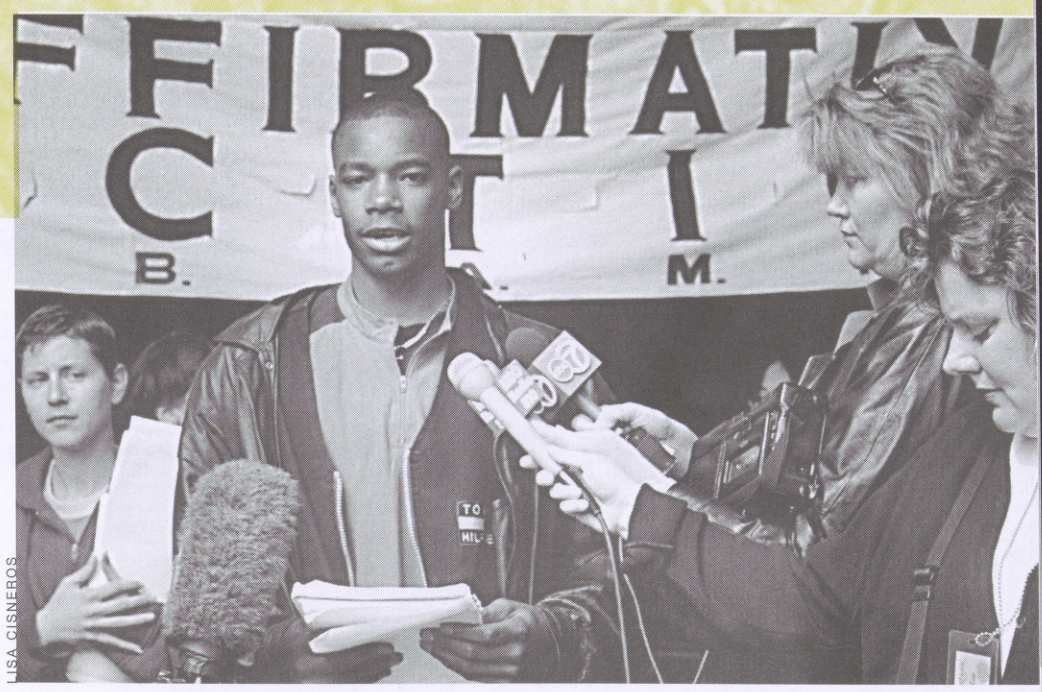
During his tenure as dean from 1981 to 1994, Greene led the School of Dentistry to its present status as one of the leading dental research institutions in the world. The dental school now ranks number one among all US dental schools in funding from the National Institutes of Health. Before coming to UCSF, he served for more than three decades as chief dental officer for the US Public Health Service and director of the Bureau of Health Resources Development. In 1978, Greene was the first non-physician to be named Deputy Surgeon General. More recently, he has been working on the largest and most comprehensive study of the health effects of smokeless tobacco on professional baseball players.

one of the original directors of BRIDGE, a nonprofit, affordable housing agency. He also is a founding member of the Bay Area Life Sciences Association and is dedicated to ensuring that UCSF Mission Bay is optimally planned.



Engleman

Engleman is regarded as one of the founding fathers of modern rheumatology. During the 1970s he led efforts toward the passage of the National Arthritis Act, making the devastating disease a national research and care priority. Engleman also was largely responsible for convincing Congress to pass a bill for a special fund to establish the Rosalind Russell Medical Research Center for Arthritis at UCSF.



LISA CISNEROS

While UC Regents met at Laurel Heights on March 18 to discuss proposals to change freshman eligibility criteria, a coalition of students and others rallied outside the building calling for a restoration of affirmative action policies at the University.

Four to receive public service awards

Four members of the campus community will be honored this month for their extraordinary efforts serving the public.

The honorees were recommended for the awards by the Chancellor's Award for Public Service Committee headed by Tom Coates, professor of medicine and epidemiology.

Chancellor Mike Bishop will present the awards during the UCSF Founders Day luncheon on Tuesday, April 20, in the Millberry Union Gym.

This year's honorees are:

- Philip Darney, professor and interim chair of obstetrics and gynecology at San Francisco General Hospital Medical Center is this year's faculty winner. Darney is passionately devoted to providing quality reproductive services to women in local, national and international communities. He is world-renowned for his significant achievements in research, education and program development in family planning.

  Darney's nominators praised his phenomenal efforts to ensure access to family planning services for vulnerable women in the Bay Area, highlighted by his creation of the New Generation Health Center. Darney has taken courageous stands in his personal and professional life to ensure these services, making a widespread and lasting impact on the quality of life for reproductive-age women all over the world.

- Eva M. McGhee will receive the public service award for a student member. A postdoctoral fellow in pediatrics and medical genetics, McGhee is involved in providing educational and scholarship opportunities to youth in disadvantaged neighborhoods. Investing considerable time and commitment, McGhee founded and currently chairs a Community-Based Scholarship Foundation in one of San Francisco's poorer neighborhoods with support from the community and Mayor Willie Brown.

  McGhee also founded a community library and resource center for youth established to increase literacy and promote educational opportunities that focus on science, math, and computer technology and serves as a base for studying, tutoring and preparing students for college exams. McGhee not only raised the seed funds for these programs, she also continues to raise funds to sustain the foundation and the library and works with the communities on a variety of other needs. She has also been selected to receive the Thomas N. Burbridge Award.

- Trinity Ordona will share the Chancellor's Award for Public Service for a staff member. An MSO in the department of biopharmaceutical sciences, Ordona for 30 years has been a community activist battling social injustices. Her vision has included not only local, state and national issues, but has encompassed an international focus. Ordona's activism has ranged from the protests over the destruction of the International Hotel, low-income housing for Filipino seniors, the defense of the United Farm Workers and the Front Back Campaign against the Ku Klux Klan. Ordona also co-founded the National Committee for the Restoration of Civil Liberties in the Philippines, organizing Filipinos and Americans against the regime of Ferdinand Marcos.

  Since 1985, Ordona's focus has been organizing in the gay community, serving on many committees and boards. She co-founded the Asian Pacific Lesbian Organization, the Asian Pacific Islander Lesbian Network, a national organization, and the Asian Lesbian Network, an international organization. In returning to her family roots, she has co-founded the Asian and Pacific Islander Parents and Friends of Lesbians and Gays (API PFLAG), bringing an understanding to many Asian and Pacific Islander families of sexual diversity for generations to come. Ordona has also been selected to receive the Edison Uno Public Service Award.

- Richard Wagner is the other staff member selected by the committee to share the public service award with Ordona. Wagner, an administrator in the department of biochemistry, and a therapist, established a non-profit volunteer organization named Paradigm in June 1994, to help terminally or chronically ill, aging and dying people become psychologically, emotionally, responsibly, and practically prepared for their own impending mortality. Wagner's roles include innovator, organizer, facilitator, fund-raiser, volunteer recruiter, grant-writer, public relations person, trouble-shooter, and problem solver for the organization, which he now serves as the unpaid executive vice president. The participants in this program have evolved from predominantly HIV-positive men and women, to women with cancer, cardiac disease and the aged. Through workshop and group support and one-on-one mentoring, the participants gain perspective, understanding, and knowledge about the dying process and the practical legal and financial preparations for it. The outcomes of this process are people who are prepared to face their own mortality and, as a result, are prepared to participate in the intra-personal, interpersonal and practical aspects of it and to live their remaining days to their fullest.

UC Regents approve new student eligibility criteria

The UC Board of Regents approved last month new UC eligibility criteria, making the top 4 percent of students from all California public high schools eligible to attend the University.

The new path to eligibility enhances UC's ability to attract students from across the state, particularly from rural and inner city schools.

Academic Senate faculty developed the four-percent proposal, as well as two other changes to freshmen eligibility criteria, following more than a year of analysis on how the University could increase the percentage of UC-eligible students from 11.1 percent to 12.5 percent as required by the state Master Plan for Higher Education. Granting eligibility to students who rank in the top 4 percent of each high school class based on UC-required courses will make nearly 3,600 additional students eligible.

The plan was shepherded by Governor Gray Davis, who dispelled some popular misconceptions about the plan, such as that it would displace students who are currently eligible on a statewide basis and that it was intended to fight Proposition 209.

"We're increasing opportunity and we're rewarding excellence," said Davis, who added that the plan will not "lower the bar."

The Regents also approved including a visual and performing arts course among the 15 year-long high school courses students must take to become UC-eligible. This change fully aligns the courses required by UC and the California State University system.

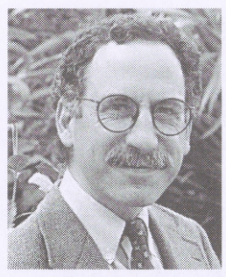
The Regents referred back to the faculty for further review the third eligibility proposal presented to them, which lowers the amount of extra credit given for honors courses.

The new criteria will be phased in over a number of years.

Fewer underrepresented minorities enroll in medical schools

BY LORDELYN P. DEL ROSARIO

Researchers, who have found significant reductions in underrepresented minority (URM) applications, admissions, and enrollments to California medical schools, conclude that the state has become less hospitable to African-Americans, Latinos and Native Americans seeking a medical school education.



Grumbach

The report, by researchers at the UCSF Center for the Health Professions and the UCSF Center for California Health Workforce Studies, is the first comprehensive study to evaluate trends for both UC and private California medical schools between 1990-98.

Researchers conclude that the University of California Regents' decision to abolish selective admissions policies for URMs and the voter-approval of Proposition 209 are likely to have contributed to the decline.

"Compared with the peak years of URM participation in the mid-1990s, by 1998 there has been a 25 percent reduction in URM applicants, a 30 percent reduction in URM admissions, and a 32 percent reduction in URM matriculates to UC and private California medical schools," says Kevin Grumbach, director of the UCSF Center for California Health Workforce Studies.

Much of the decline, according to the report, began either after the UC Regents' decision to ban affirmative action admission policies and the passage of Prop 209, or accelerated after these policies were enacted. Although enrollment of URMs in medical schools has recently declined for the nation as a whole, findings show that the magnitude of the reductions has been much greater in California.

"Diversity in the medical profession is not just a matter of fairness. It's a matter of meeting the health needs of all Californians," says Grumbach, who is also San Francisco General Hospital Medical Center's chief of family and community medicine, and a UCSF associate professor of family and community medicine.

"African-American and Latino physicians are much more likely than other physicians to practice in low-income, minority communities — communities that tend to have shortages of physicians. The dwindling numbers of underrepresented minorities enrolling in California medical schools means that it will be that much more difficult to find physicians willing to enter practice in these needy communities."

Other key findings show that URMs constituted 14 percent of first-year medical students at UC schools and 11 percent at private California medical schools, down from a peak of 21 percent and 15 percent, respectively, in the 1992-93 period.

"The data in this report confirm again that eliminating affirmative action may, when couched as nondiscrimination, sound appealing in the abstract, but can do severe damage in the real world," says Herbert Nickens, vice president for Community and Minority Programs, Association of American Medical Colleges. "The increase in the proportion of minority Californians applying to non-California medical schools also suggests that, despite the rhetoric of civil rights, minorities perceive roll-backs in affirmative action as contributing to a hostile environment."

The trends revealed in this report of declining numbers of URM enrollees will widen the already large disparity between the racial/ethnic composition of the state's physician workforce and that of the California population — one of the nation's most racially and ethnically diverse states, adds Grumbach.

To address the issue of declining URM participation in California medical schools, the report makes the following recommendations:

- California should reinstate selective admission policies for underrepresented minorities in California medical schools.
- All medical schools and residency programs in California should have admissions policies that take into consideration the various factors that contribute to physicians' ability to serve the public effectively. Special consideration should be given to characteristics that are likely to predict future service to underserved populations in the state. This will require less reliance on quantitative test scores and greater use of interview and other qualitative evaluation methods in the selection process.
- The state legislature should collaborate with all levels of educational institutions in California to enhance educational opportunities and academic preparedness for minority students, especially in science and health-related curricula.

For a copy of the report, call the UCSF Center for Health Professions at 415/476-8181, or visit their web site at http://futurehealth.ucsf.edu.

keeping the pe



LISA CISNEROS

UCSF internal mediators, from left, Keith Wilson, Charles "Chick" Francis, Mercedes de Souza, Eric Koenig, Zina Mirsky and others, get a lesson in communication and mediation from Marshall Rosenberg, who travels the globe teaching techniques that promote tolerance and harmony between individuals and groups. He has conducted mediation sessions in the Middle East, Sierra Leone, Croatia and Rwanda. Rosenberg also spoke to the campus community on Tuesday about "The Language of Nonviolence."

UCSF enlists trained internal mediators to help solve problems

BY LISA CISNEROS

Conflict happens. With a campus community of more than 16,000 people, it's no wonder that feuds arise between faculty, staff and students at UCSF.

To help keep the peace on campus, the University has trained a team of volunteer internal mediators to help solve differences in its newly opened Problem Resolution Center (PRC).

While some people are able to resolve their differences by themselves, others may need to call in reinforcements. At UCSF, people can call upon the mediators, who are trained in a conflict resolution process known as mediation.

A critical component to UCSF's efforts to foster a supportive work environment, the mediation program is both confidential and voluntary.

Representing a cross-section of the campus community, the mediators have volunteered to make peace keeping a part of their work life.

"This is an opportunity to change the way problems are resolved on campus and provide new ways that people can work together," says Ian Tuller, director of computing and customer support for ITS and one of the mediators at UCSF.

The primary role of the UCSF mediators is to first encourage the dueling colleagues to discuss the problem at the center, to listen and to provide consultation in a neutral way.

"Being an impartial fact finder involves more than being objective," Tuller says. "You need to distance yourself so you don't have a stake in the outcome.

"It doesn't really matter who's right and who's wrong. What matters is what the parties can do to move beyond where they were."

Indeed, says Alma Sisco-Smith, director of the PRC, the goals of the mediation program are to provide an informal alternative to conflict resolution and to help foster an understanding of individual differences.

"The idea is to give people the skills to talk to each other early on," says Sisco-Smith. "Mediators are trained in how to get people to the table to talk about their differences."

Timing is critical, says Tuller, who has served many years as a hearing officer and fact finder in the grievance process at UCSF.

"I basically saw that the process was too late typically and that after we were done with the process, the participants had no new skills in which to grow from the experience."

By contrast, Tuller, who has also served as a mediator through the San Francisco Community Boards, an organization that provides mediation services such as landlord/tenant disputes, gives the mediation process high marks.

"I was very impressed with the whole process for opening up communication and wanted to get involved in the program here at UCSF," says Tuller, a University employee since 1971.

During the first year, newly trained internal mediators will be paired with external mediators until they are ready to take on their own cases. When they complete their training, each mediator will receive a certificate entitling them to participate in mediation in some communities.

A new alternative

The PRC's continued existence will depend on the demand for services, says Sisco-Smith.

She hopes the PRC will help start a healing process between two colleagues in conflict and in the long-term, increase morale and productivity and decrease the number of formal grievances that are filed.

Ironically, Sisco-Smith says, the campus' formal grievance processes, may themselves become a barrier to effective communication.

As a Step 1 grievance official in the School of Nursing, Zina Mirsky says that UCSF needed a new alternative to the existing grievance and complaint procedures.

"Conflicts usually seem to stem from communication problems," she says. "I found that if people didn't just sit and harbor their ill feelings or bad will, they could talk about things that are of concern to them and perhaps mutually agree how they can change their behavior or work situation for the better."

For Mirsky, associate dean for administration, her interest in becoming a mediator was based on her work-life experiences.

"I do have some skills from my nursing years that lead me to understand that good communication is something that should be encouraged and enhanced."

Mediation does not replace or remove an individual's right to formal grievance procedures nor does participating in mediation extend the filing deadlines for formal complaints and grievances, Sisco-Smith explains.

But participants can come away with a written agreement that is confidentially protected in accordance with California dispute resolution law and codes.

"This is an opportunity to make a cultural change," she says.

Venecia Jacobs says she jumped at the chance to get involved in the venture. "In a nutshell, I've worked at the University for almost 14 and a half years and I really like working with people," she says. "I thought it would be a great opportunity to help people resolve their disputes and be a part of something new that's on the forefront of problem-solving."

Jacobs, a research administrative analyst at the VAMC and a clinical trials coordinator in the divisions of medicine and rheumatology on Parnassus, knows solving problems won't be easy, but the 40-hour training session has prepared her for what to expect.

"It was really a very intense and draining experience," she says. "We did a ton of role playing and we learned active listening and how to get to the root of the problem," Jacobs says.

She also learned who among the mediators she would like to co-mediate with. Co-mediation helps one mediator to concentrate on listening and another on process.

Adds Tuller, the role playing was customized and authentic, depicting behavior conflicts that are typical at UCSF.

UCSF's internal mediators

Davidson Bidwell
Clifford Chan
Douglas Eckman
Trudy Ehrenfeld
Charles Francis
Gabriella Hato
David Hutt
Venecia Jacobs
Daniel Jordan
Dan Kilpatrick
Penny Kniery
Eric Koenig
Fred Logan
Robin L. McCartney
Zina Mirsky
Luanne Mullin
Joseph Dos Ramos
Ricardo Rodriguez-Vidal
Tracy Schaefer
Mercedes de Souza
Ian Tuller
Keith Wilson
Susan Wright
Janice Zeppa

UCSF Stanford Health Care's internal mediators

Veronica Conway
Mark Fisher
Emma Gordon
Mary McCollow
Joan Nichols

peace

on campus

"There's so many variations of conflict on campus," says Tuller. "Often conflicts involve an employee and their supervisor and an added dynamic is that some supervisors are faculty members. Some faculty don't have management training, they're interested in just trying to get their work done."

While either party could ask to go to the PRC, both sides need to agree to participate.

Tuller says he will try to convince non-willing participants that they have a personal responsibility and a stake in the mediation process.

"Anything that would help increase morale and decrease stress has to be moving in the right direction," says Barbara Gerbert, chair and professor of the department of dental public health and hygiene. "I think we need multiple approaches to problem solving and I don't think we can do too much to improve campus relationships."

Indeed, Mirsky is among those on campus who hopes that awareness of the PRC will spawn a return to civility throughout the University.

"Part of what I learned in this process, is that people need to feel validated. They need to know that they've been heard. We don't do that terribly well in areas across the campus. We rarely acknowledge to people what we've heard.

"We seem to have grown away from the lack of regard or respect of people whatever their jobs, from the custodial level to the science level."

"Now we have a new way for people to encourage conversations and to encourage listening," Mirsky says.

For more information on mediation services or the PRC, located at 1294 Ninth Ave., Suite 2, call 502-1082.

Campus seeks input on local guidelines

UCSF's Human Resources department is asking employees to review and comment on a draft of local campus guidelines developed to assist employees, supervisors, and managers better understand the steps required in the complaint resolution process.

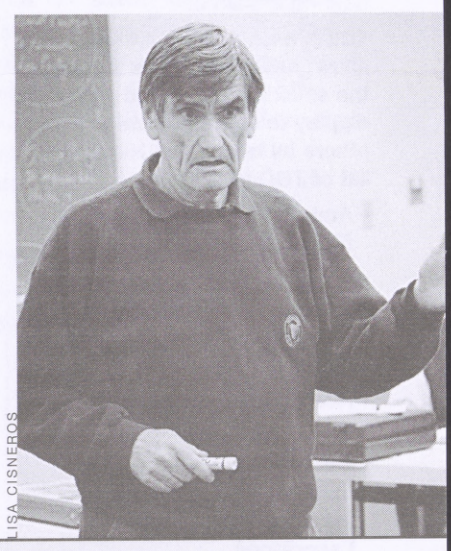
UCSF supports the resolution of employee complaints based on a complaint procedure that conducts a fair and equitable review of the issues arising during employment with the University.

Employees are asked to please comment on these guidelines, applicable to Personnel Policies for Staff Members (PPSM) Policy 70, Complaint Resolution, by Thursday, April 15. These guidelines apply to non-represented employees covered by the PPSM. Comments may be sent to Julius Katz, labor and employee relations consultant, at Box 1202 or, via email, to julius@itsa.ucsf.edu.

The policy, as received from the UC Office of the President, provides that it is applied pursuant to local procedures. A copy of the actual local procedures was emailed recently throughout the campus.

Employees may find a copy of PPSM Policy 70, Complaint Resolution, beginning on page 65 of the PPSM Personnel Manual. They can also view the policy on the Web at http://www.ucop.edu/humres/policies/spp70.html.

Randy Lopez, assistant vice chancellor for human resources, encourages each department/unit to make a copy of the proposed guidelines available to employees. Additional paper copies of this proposal are available at Human Resources located at 3333 California St., Suite 305.

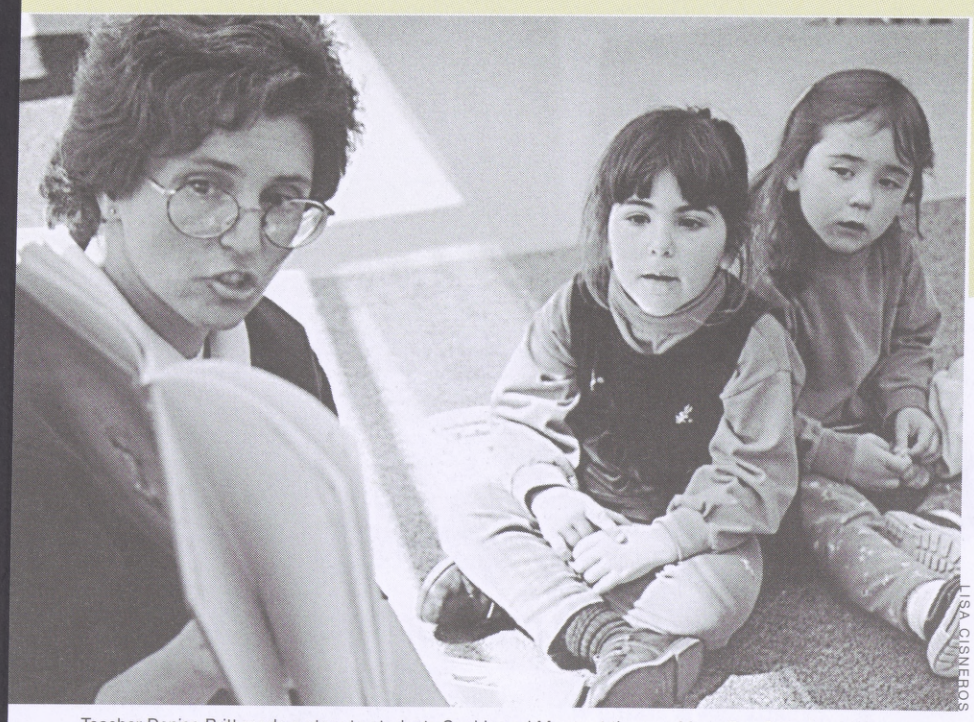


LISA CISNEROS

Communications expert Marshall Rosenberg

Ten steps in mediation

1. The mediator consults privately with each party to make certain both agree to participate and to explain the process. If either party chooses not to participate, the mediation will not take place and the parties are informed. Or if a mediator identifies a personal conflict of interest, another mediator will be selected to complete the process.
2. Each party signs an "Agreement to Participate" in mediation to set the tone and generally state their expectations of behavior.
3. The mediator convenes the first meeting and sets the ground rules.
4. The mediator outlines the actual process of speaking.
5. The issues are outlined.
6. The parties express their viewpoints.
7. Each party expresses what he/she wants to have happen to resolve the matter.
8. Individual discussions may occur but parties are not dismissed.
9. The mediator – through reframing statements – facilitates the understanding of each party's desires to reach agreement. The mediator then drafts an agreement and if necessary, provides sufficient time for review of the document and ensures a mutually agreed-upon time for the next meeting.
10. When the agreement is reached, each party and the mediator sign the document and the mediation is closed.



LISA CISNEROS

Teacher Denise Britt reads a story to students Sophia and Maura at the new Marin Day Schools child care center at UCSF's Laurel Heights campus.

A new center for children

UCSF opened a new child care center at Laurel Heights on March 1, marking the first time the University has offered infant care to faculty, staff and the community.

Operated by Marin Day Schools, a nonprofit organization that provides high-quality early childhood education and child care, the center serves children ages three months to five years. Licensed for 75 children, the center already has a waiting list, says Nathalie Larsen, site director.

The public is invited to attend Marin Day Schools' annual fundraiser, "Mardi Gras in May," an auction and raffle, on Saturday, May 1, from 7 to 11 p.m., at Herbst Pavilion at Fort Mason. A ribbon-cutting ceremony for the new center is planned for Thursday, May 6, at 11:30 a.m. at the Laurel Heights center. For more information about the center or the fundraiser, call 775-2111.

Finding a TDD at UCSF

UCSF makes available a number of telecommunication devices or TDDs for the hearing impaired.

TDDs, telephones with text, allow these individuals to use the small keyboard and visual display to communicate to others by telephone. Here's a list of TDD locations.

- Ambulatory Care Building: First floor (near the Clinical Laboratory)
- Dental Clinics Building: First floor (opposite the Oral and Facial Surgery Center)
- Health Sciences West: Third floor (near the elevator)
- Langley Porter Psychiatric Institute Annex: First floor (near the Nina Ireland Laboratory)
- Laurel Heights Building, Sub-level 1 (at the phone bank in the lounge next to the auditorium)
- Library: Main entrance (at the phone bank behind the elevators)
- Millberry Union Building: First floor (near the conference center)
- Mission Center Building: First floor (at the phone bank behind the elevators)
- Moffitt Hospital: First floor (at the phone bank in room 190C).

Questions or comments regarding any of these devices can be directed to the Enterprise Network Services Help Desk at 502-4367. Questions regarding the ADA can be referred to Robert Tanner, UCSF ADA coordinator, at 502-3271.

Pediatrician works to close Cuba's information gap

BY LISA CISNEROS

If information is power, then Cuba could use a boost. Richard Quint, UCSF clinical professor of pediatrics, is calling upon the campus community to donate recent health science journals to their colleagues in Cuba.

Volunteering the past five years for the International Action Center (IAC), an organization based in San Francisco that orchestrates a number of humanitarian activities around the globe, Quint is working to provide Cuba with the latest information possible to advance knowledge and health care on the island.

After visiting Cuba several times over the past 20 years, Quint became aware of the critical need for updated information.

"It is clear that they could not buy medical literature because of the embargo and their current economic situation," Quint explains. "We particularly need journals from general surgery and surgical specialties, ob/gyn, family and community medicine, dermatology, nursing and dentistry."

Cubans have also requested various journals in the Clinics of North America series, he says.

While the US embargo with Cuba does not prohibit forwarding medical journals to Cuba, Quint says the nonprofit IAC has been hard-pressed to finance delivery across the US continent and then on to Cuba. On several occasions, the route has been long and circuitous.

"By and large they have every specialty and sub-specialty we have and they're depending on people to send them journals or buy subscriptions," Quint says. "This need is particularly desperate outside Havana in the rural provinces. If we had the economic resources ourselves we would just pay for them and send them."

But, according to the Cuban Ministry of Health, a subscription to the New England Journal of Medicine alone would cost more than $1,000 a year, plus shipping and handling fees.

While the digital age has opened up new opportunities for sharing information, Cubans typically have a difficult time accessing the Internet because their computer systems are not quite up to speed. "It's kind of like taking a hiking trail to get on the freeway," Quint explains. "They simply don't have economic resources to get rapid access to the Internet."

So far, Quint says the IAC has sent four shipments, each with three to four tons of journals, thanks to generous support from the UCSF library, Children's Hospital in Oakland and Stanford University, among other institutions.

"We collected over 180 titles the last time," says Quint, who's looking to send another shipment by year's end.

Packages first go to a central receiving point, a library for medical and scientific information in Havana, and then are distributed to three main locations on the island.

Since venturing to Cuba for the first time as part of a public health study tour in 1978, Quint has been very impressed with how its health system is organized and delivered. Although a relatively poor country that lacks sufficient food and medicines, Cuba has the lowest infant mortality rate and the highest immunization rate in Latin America, Quint says.

"Everybody is guaranteed access to a physician close to their home," he says of Cuba's universal health care coverage.

"In spite of the organization of the health system and these generally good health indicators, though, people need to know that the health of the people is suffering because of the embargo and their inability to get medicines and food," Quint says.

To contribute journals, make donations or get more information about the effort, call Quint at 476-3799 or email him at rquint@peds.ucsf.edu.

Police investigate sexual assault and strong-arm robbery

The UCSF Police Department was informed on March 31 that a female UCSF employee was sexually assaulted on the evening of March 25 at the Kezar Stadium parking lot near the Parnassus campus.

The San Francisco Police Department was notified of the assault on March 29 and is conducting the primary investigation.

According to police reports, at about 7:45 p.m., the victim was walking in the Kezar parking lot at Stanyan and Frederick streets when an unidentified suspect surprised her from behind and threatened to kill her at knifepoint. The suspect grabbed the victim by the hair, pushed her to the ground and sexually assaulted her.

A parking attendant was on duty when the attack occurred but because of the lot's large size, the attendant would not necessarily have witnessed the crime, according to UCSF police. Many UCSF employees who work just blocks away on the Parnassus campus use that parking lot. UCSF police also say that reported sexual assault crimes perpetrated on or near the UCSF campus are very rare.

The suspect is described as a white male, aged 27 to 32 years, six-feet tall, with long, dark, greasy hair, dark eyes and a scruffy beard. He was reportedly wearing a dark ski or watch cap, a lumberjack styled-checkered wool coat with yellow or gold and dark colored pattern, black pants that were cut off below the knee and black army boots. The suspect smelled of alcohol and had bad body odor.

If you have any information regarding this case, please contact the UCSF Police Communications Center at 476-1414 and reference SFPD Case No. 990381354.

The UCSF Center for Gender Equity will conduct sexual assault awareness training in departments upon request in April as part of Sexual Assault Awareness Month. This training for managers, supervisors, staff, and students provides information about sexual assault and rape, what to do when assaulted, how to help someone who is assaulted, and other safety information. Date, time, and place can be scheduled at the convenience of each department. To register, call 476-5223. The deadline is Thursday, April 15.

In other news, the UCSF Police Department was informed on April 2 that a strong-arm robbery had occurred on March 29 to a female University affiliate in the area of Parnassus and 5th avenues. The SFPD was notified on the date of the incident and they are conducting the primary investigation.

According to police reports, at 10:39 p.m. the victim parked her vehicle in the area of 6th Avenue and Judah and proceeded to walk to Moffitt Hospital. At Parnassus and 5th avenues the victim was attacked by three white males who approached her from the rear and hit her with an unknown object knocking her to the ground.

One suspect grabbed her handbag from her grip. The three male suspects then fled towards a parked vehicle described only as a cream colored compact import with California license plates. A white female adult was seen driving the vehicle. The suspect vehicle fled in an unknown direction. The victim was assisted by a citizen to the Long Hospital Emergency Department for treatment.

The victim described all three white male suspects as being about 20 years old, 5'5" and 115 pounds. No further description was given.

If anyone has any information that can assist in the investigation of this case, please contact the UCSF Police Department at the phone numbers listed below. Reference SFPD Case No. 990383849.

The UCSF Police Department recommends the following precautions:

- If you think you are being followed, walk quickly to areas where there are people. Cross the street if it is safe.
- Report any suspicious looking persons or activities to the police department immediately. Trust your instincts.
- As much as possible, stay in well-lit areas during hours of darkness.
- Many strategies are involved with sexual assault prevention. Studies show that a combination of screaming, physical resistance, and fleeing is most effective. Every person should devise their own plan on how to respond.

campus police numbers

UCSF Police Emergency: 9-911
UCSF Crime Prevention Section 476-8901
UCSF Investigations Section 476-6890
UCSF Stanford Security Services 885-7890

medical call board

Menstrual pain

UCSF researchers are currently recruiting 70 women who suffer severe menstrual pain and cramps to test the efficacy of a new acupressure garment for pain relief.

Participants must meet the following criteria: 20-40 years of age, have regular menstrual cycles, not taking birth control pills, interested in testing a non-drug pain relief device, and be willing to make a three-month commitment to the study. The women will be requested to make three outpatient visits with a nurse and fill out questionnaires and logs at home during two menstrual cycles. Participants will be compensated $50 for completing the study; parking and/or transportation costs. For more information or to participate, call 476-4557 or e-mail juderos@itsa.ucsf.edu.

Smoking and mood

Researchers Sharon Hall and Janice Tsoh in the department of psychiatry are conducting a questionnaire study to help understand the association between smoking characteristics and mood.

This information may help the investigators design effective smoking cessation treatments for cigarette smokers in the community. Researchers are recruiting 240 smokers from the community for this study.

Participants will receive $10 for completing a paper-and-pencil survey on smoking behavior, health, mood, and preference of various smoking cessation-methods, which will take about 30 to 45 minutes to complete.

To be eligible for the study, participants will need to be 18 years or older, and currently smoke five or more cigarettes daily. For more information or to enroll in the study, please contact Tsoh at 502-8438 or visit the website at http:\\itsa.ucsf.edu\~smoke.

Finding suggests new target for extending cell's lifespan

BY JENNIFER O'BRIEN

Researchers at UCSF have determined that the enzyme telomerase can wield its power in an unexpected way – a finding that could bolster efforts aimed at manipulating the enzyme for therapeutic purposes.

Telomerase was brought to fame last year when scientists demonstrated that its insertion into normal cells extended the healthy life span of the cells indefinitely. Being able to increase the life span of cells could, theoretically, enable scientists to replenish stocks of healthy cells for therapeutic purposes, as is needed in bone marrow transplants. Likewise, it could enable them to interrupt the excessive cell proliferation that occurs in cancer cells.

Until now, evidence has suggested that the ability of telomerase to extend the life span of cells lay in its capacity to lengthen telomeres. In the current study, reported in the current issue of Proceedings of the National Academy of Sciences, researchers have determined that telomerase can extend the life span of human fibroblast cells without lengthening telomeres. The telomerase enzyme, they discovered, caps the ends of telomeres and, in so doing, somehow contributes to telomere, and thus, chromosome, stability – regardless of telomere length.

"The finding was quite extraordinary," says Elizabeth Blackburn, chair of the department of microbiology and immunology at UCSF. "Previous evidence has suggested that telomere length is crucial to determining the life span of cells. But in cells in which we activated the telomerase enzyme, we observed cells thriving despite the fact that their telomeres were very short."

Blackburn's co-discovery of the telomerase enzyme in 1985 spawned a whole field of inquiry into the possibility that the enzyme could be activated, or de-activated, to prolong cell life and combat cancer.

Telomerase synthesizes telomeres, snippets of DNA on the ends of chromosomes that function in part like the plastic tips on the ends of shoelaces, preventing the gene-bearing, threadlike spindles from unraveling. With each cycle of cell division, the tips of telomeres drop off, until the chemical bookends become so eroded that the chromosomes become unstable, a condition that signals cells to stop dividing. This natural control on cell division is known as the Hayflick limit. Cancers develop when cells increasingly ignore or override such signals of chromosome impairment.

The research was a collaboration led by postdoctoral fellow He Wang in the laboratory of Blackburn and Jiyue Zhu in the laboratory of Nobel laureate Mike Bishop, chancellor of UCSF.

(UCSF STANFORD FROM PAGE 1)

Reducing the workforce

UCSF Stanford used industry benchmarks to compare its departmental workloads and staffing levels with other academic medical centers. UCSF Stanford is now attempting to bring staffing levels on par with the most cost-effective academic medical centers across the country.

UCSF Stanford is looking "first at non-essential open positions, attrition and the elimination of temporary jobs to meet our reduction targets," Van Etten said. "We will do all we can to minimize the number of people that we have to let go."

Without any final figures, Schroffel said he expects that the number of layoffs of UCSF employees who are leased to UCSF Stanford will be in proportion to the rest of the employee population. However, in making layoff decisions, seniority will be considered along with other criteria, said Schroffel. UCSF leases about 1,000 employees to UCSF Stanford in an agreement reached prior to the merger to protect the retirement benefits of longtime University employees.

The largest number of employees to be laid off work in central administrative services such as finance, strategic development, information technology and human resources; it is estimated that these positions will be reduced by about 40 percent. Hospital support staff will be cut by about 28 percent; direct patient care staff by about 9 percent; and diagnostic services staff in areas such as X-ray and lab services by about 8 percent, according to Van Etten.

UCSF and Stanford adult services will see a combined total of about 160 layoffs, according to Schroffel. The combined children's services will lose about 13 employees working in various positions.

"In making decisions about how to reduce costs, our priority has been maintaining our ability to provide the highest quality care to our patients," said Van Etten.

Senior management positions have been among the first targeted. "We're down to only three and a half full-time vice presidents to run two hospitals," Schroffel said of the team that manages UCSF and UCSF/Mount Zion medical centers. "We're down to a small, efficient group."

UCSF Stanford will provide all affected employees with 30 days notice as well as severance pay based on years of service to UCSF Stanford or the parent universities, unless otherwise specified by a union contract. UCSF Stanford will also provide career counseling and a two-day career transition workshop for all affected employees that includes help looking for a new job, preparing for interviews and writing resumes. On-site job fairs and career and personal counseling also will be available, Van Etten noted.

Combined reductions in labor expenses alone account for $112 million toward recouping the $170 million budget shortfall. The balance will come from cutting $38 million in expenses for supplies and clinical resource management, plus $20 million from miscellaneous expenses such as travel, recruitment and consulting fees.

Editor Lisa Cisneros contributed to this report.

(FACULTY FROM PAGE 1)

"The combined excellence in teaching, research, and service has resulted in the school's continued ranking as No. 1 in the country and probably the world," Guglielmo said. "The academic mission of the School of Pharmacy links directly with the FTE support from the department of pharmaceutical services at each campus. With the first wave of cuts, little input was requested from the School of Pharmacy regarding potential cost-cutting measures or the potential impact of the cuts upon the school's academic mission."

Clinical pharmacy faculty are actively engaged in deciding what jobs will be cut at UCSF and that final decisions "would not be made without their participation," Kerr said. In general, an array of UCSF clinical faculty are involved in UCSF Stanford's decision making, as members of the leadership group and the physicians' organization board, and as members of their related subcommittees, he said.

Some clinical faculty in the School of Medicine said they were unsure that UCSF's reputation for high-quality patient care could be maintained amidst these tough economic times. Although UCSF Stanford is mainly reducing jobs in areas removed from patient care, some clinical faculty say that the cuts will nevertheless affect patient care and will make lower an already sinking morale among health care providers.

"My feeling is that the faculty is depressed — there is a morale problem," said Svein Oie, chair of the Academic Senate and professor of biopharmaceutical sciences.

Oie put forth a proposal to establish a new standing committee of the Academic Senate called the Committee on Clinical Affairs with the intention of identifying trends and decisions that may affect teaching, service and research.

"There's a very real need for a place for faculty," said Bruce Wintroub, chief medical officer (CMO) of UCSF Stanford, who added that faculty input has "not been a strong element of the merger so far." In fact, Wintroub this week announced that he will resign as systemwide CMO so that faculty at both campuses can serve as CMOs for their respective medical centers. Ted Schrock, director and chair of the department of surgery, will be CMO at UCSF and Peter Gregory will be CMO at Stanford.

"We continue to explore how to most effectively communicate with faculty and engage them in our planning, as well as in our overall operations," said Kerr, who added that this is one of the issues being tackled by the new site-based CMOs.

think before you throw

35 billion

The number of aluminum cans Americans toss out every year. If all of these cans were recycled, the US would save an amount of energy equal to 150 Exxon Valdez oil spills annually.

University of California
San Francisco
UCSF
Facilities Management
Recycling Program
recycling@fm.ucsf.edu

calendar

April 10 – 23, 1999

10 saturday

HEALTH FORUM: The South Asian Health Professional Student Association at UCSF sponsors its third annual health forum, 9:30 a.m.-4:30 p.m., HSW 302, Parnassus. Topics include ayurveda, yoga, cultural conflicts, and HIV/AIDS in India. Free.

12 monday

HEALTH POLICY SEMINAR: Antoinette Zeiss, Palo Alto Veterans Affairs, Stanford and Patrick Finley, UCSF School of Pharmacy, present "Efficacious Forms of Mental Health Service Delivery," noon-1:30 p.m., Laurel Heights. Call 476-4924.

DEAN'S RESEARCH SEMINAR: Allan I. Basbaum, professor and chair, anatomy, professor, physiology, and member, W.M. Keck Foundation Center for Integrative Medicine and Howard L. Fields, professor, neurology and physiology, present "Neuropathic Pain: Why Does it Hurt So Much When Nerves are Damaged?" 3:30 p.m., N 225, Parnassus; video relay: Mount Zion, Herbst Hall and VAMC, Bldg. 203, Rm. 1A32.

13 tuesday

GRAND ROUNDS: Christopher Dowd, associate clinical professor, department of radiology, presents "Interventional Radiology," 8 a.m., C 701, Parnassus.

SPRING SKI SALE: Outdoors Unlimited hosts a sale through April 15. Purchase Rossignol downhill skis, Morro snowboards, Karhu cross-country skis and more! Call 476-2078.

TIME MANAGEMENT: UCSF women faculty present this workshop 11:30 a.m.-1 p.m., library, Lange Reading Room, Parnassus. Call 502-7314.

14 wednesday

GI SEMINAR SERIES: Wayne Adkisson, fellow, GI Division, presents "Epidemiology of Pancreatic Carcinoma," 8-9 a.m., S 214, Parnassus.

GI GRAND ROUNDS: Josh Adler, acting chief medical officer, Northern CA VA Network, presents "Abdominal Pain in the Elderly," 9-10 a.m., S 214, Parnassus.

BROWN BAG LECTURE: John C. Davis Jr., assistant professor, medicine and associate director, Clinical Trials Center, UCSF Stanford Health Care, presents "The Many Faces of Lupus," 12:10 p.m., HSW 300, Parnassus. Learn current treatments and research developments. Free. Sponsored by Public Service Programs. Call 476-4394.

SPANISH PROGRAM: Oscar Alveruz, University of Guadalajara, presents "Spanish for Healthcare Providers – Level II," 4:30-6:30 p.m., M 1115, Parnassus. Fee. Background in Spanish language needed. Call 476-2993.

ONCOLOGY CONFERENCES: Peter R. Carroll, Joseph C. Presti and Gary Grossfeld present "Invasive Bladder Cancer," 5-6 p.m., M 464, Parnassus. And David Reese presents "Systemic Chemotheraphy for Metastatic Bladder Cancer," 6-7 p.m., M 464, Parnassus.

SPRING CONCERT: UCSF Vocal Chords perform, 8 p.m., Lange Reading Room, library. Reception follows. Free.

HISTORY OF MEDICINE: Paul Scholten, historian of the San Francisco Medical Society (SFMS) and associate clinical professor, ob/gyn, reproductive sciences and nursing, UCSF, presents "Albert Abrams, the Doctor Who Made a Million out of Electricity," 8 p.m., HSW 300, Parnassus. Sponsored by the Bay Area History of Medicine Club. Call 567-3535.

15 thursday

SRA MEETING: The Society of Research Administrators (SRA) Northern California Chapter meets, 9 a.m.-3:15 p.m., California Pacific Medical Center Conference Room., 2333 Buchanan St. Fees. To register, fax Marianne Smylie at 476-3428. Deadline is April 9.

DEAN'S SEMINAR: Marie M. Tolarova, professor and director, prevention center for cleft lip and palate/craniofacial anomalies, presents "A Journey of Orofacial Clefts from Case Reports to Prevention," noon-1 p.m., C 701, Parnassus. Please bring lunch! Call 476-1101.

MEDICAL GRAND ROUNDS: Henry "Chip" F. Chambers III, professor, medicine and chief, infectious diseases, SFGHMC, presents "Antimicrobial Management of Severe Staphylococcal Infections," noon-1 p.m., N 225, Parnassus. Call 502-2762.

STUDENT ENRICHMENT SERIES: Michael Scarce, Center for Gender Equity, presents "Effective Relationships with Lesbian, Gay, Bisexual and Transgender Patients," noon, N 217, Parnassus. Call 502-1484.

CHANCELLOR'S CONCERT: Betty Woo, piano performs Granados' "Selections from Goyesca," 12:15-12:45 p.m., Cole Hall, Parnassus.

THERAPEUTIC MOVEMENT: The Clinical Services Research Program offers an "Awareness through Movement" class series through June 3, 1:10-2:10 p.m., MU Fitness Center, Parnassus. This method is excellent for seniors, people who are recovering from an injury, have back troubles or chronic pain. Call 476-7712.

15 friday

FELDENKRAIS METHOD: Millberry Programs & Services offers this class,1:10-2:10 p.m., MU Fitness Center, Parnassus. Learn how to reach your peak performance by reducing stress. Call 476-1115.

16 friday

SUMMIT FOR WOMEN: SF Mayor Willie Brown hosts a summit for women, Moscone Convention Center. Keynote speakers are Oprah Winfrey and Lorraine Monroe. Experts discuss health, education and families. Fee. Call 978-5920.

18 sunday

ABOG SYSTEMWIDE MEETING: The 31st Annual Systemwide ABOG Conference will be held through April 21, Hyatt Regency, Monterey. Broaden perspectives through interaction with counterparts at other campuses. Workshops and conference sessions are geared specifically to the UC academic environment. Fees. To register, visit the ABOG webpage at http://math.ucsd.edu/abog/conferences or contact Paul Riofski at 476-2944, fax 476-4226, or email: riofski@itsa.ucsf.edu.

BENEFIT FOR PATIENTS: Chef Gordon Drysdale hosts an evening of food, music and art to benefit the Pediatric Bone Marrow Transplant Unit at Lucile Packard Children's Health Services at UCSF, 6:30-10:30 p.m., 500 Mariposa, San Francisco. Fee. Call 502-8389.

19 monday

HEALTH POLICY SEMINAR: William Goldman, United Behavioral Health, presents "Behavioral Managed Healthcare: Organization and Research," noon-1:30 p.m., Laurel Heights. Call 476-4924.

FOR YOUR EYES ONLY: John Stanley, professor, clinical ophthalmology, Cornea and Refractive Surgery Service, part of UCSF Stanford Health Care, presents "Better Vision Now," 6 p.m., 8 Kirkham St. Learn new surgery options for vision correction. Free. Call 476-5021.

20 tuesday

GRAND ROUNDS: Greg Goddard, assistant clinical professor, center for TMD and orofacial pain, presents "Acupuncture in the Management of Dental Pain and TMD," 8 a.m., C 701, Parnassus.

FOUNDERS DAY LUNCHEON: UCSF recognizes faculty, staff and students with special awards, noon-1:30 p.m., Millberry Union gym, Parnassus. Tickets are required.

LESBIAN HEALTH UPDATE: Marj Plumb, health consultant and former director, Policy for the Gay and Lesbian Medical Association, presents "Lesbian Health Update," noon-1 p.m., HSW 301, Parnassus. Free. Call 476-5222.

BROWN BAG LECTURE: Ernest H. Rosenbaum, clinical professor, UCSF/Mount Zion, UCSF Stanford Health Care and author, presents "Cancer Supportive Care: Your Will To Live," 12:10 p.m., UCSF/Mount Zion, Herbst Hall, 2nd floor. Free. Sponsored by Public Service Programs. Call 476-4394.

FACULTY RESEARCH LECTURE: Roger A. Nicoll, UCSF professor of cellular and molecular pharmacology and physiology, presents "Cracking the Tough Nut: A Journey into the Inner Workings of the Brain," 2 p.m., Cole Hall, Parnassus. Free.

COMMONWEALTH CLUB LECTURE: Ward G. Gypson, medical director, rehabilitation services, SFGHMC and associate clinical professor, orthopaedics, presents "Acupuncture: 5000 Years in Sixty Minutes," 4:45 p.m., 595 Market St., San Francisco. Fees. Call 476-4394.

21 wednesday

TRANSPLANTATION LECTURE: Sabina De Geest, University of Leuven, Belgium, presents "Noncompliance in Chronically Ill Individuals: The Paradigm of Transplantation," noon-1 p.m., N 225. De Geest is a superb clinician with extensive clinical experience as one of the nurse members of the Leuven Heart Transplant Team.

BROWN BAG LECTURE: Gina M. Solomon, senior scientist, National Resources Defense Council and assistant clinical professor of medicine, presents "Hormone Havoc: Can Chemicals in Our Environment Disrupt Normal Hormone Functions?" 12:10 p.m., HSW 300, Parnassus.

Free. Sponsored by Public Service programs.

SPANISH PROGRAM: Oscar Alveruz, University of Guadalajara, presents "Spanish for Healthcare Providers – Level II," 4:30-6:30 p.m., M 1115, Parnassus. Fee. Spanish background is needed. Call 476-2993.

FOUNDERS DAY BANQUET: See upcoming events.

22 thursday

DAUGHTERS AT WORK: UCSF hosts girls and boys who participate in fun and meaningful activities.

WOMEN & OBESITY: The UCSF National Center of Excellence in Women's Health presents "From the Bench to the Bedside and Beyond," 8 a.m.-1:30 p.m., Laurel Heights. This conference is a multidisciplinary forum dealing with obesity and women. Free. To register, call 885-7273 or email: ucsfcoe@itsa.ucsf.edu.

MEDICAL GRAND ROUNDS: Laurence Huang, assistant professor, medicine and chief, AIDS Chest Clinic, SFGHMC, presents "Advances in *Pneumocystic Carinii* Pneumonia," noon-1 p.m., N 225, Parnassus. Call 502-2762.

STUDENT ENRICHMENT SERIES: Michele Simon and Nancy Loewen, Board of SF Vegetarian Society, present "Demystifying Vegetarianism," noon, N 217, Parnassus. Speakers will separate truth from fiction. Call 502-1484.

CHANCELLOR'S CONCERT: Clive Greensmith, cello and Aglika Angelova, piano perform Stravinsky's Suite Italienne and Beethoven's Sonata in A major, Op. 69, 12:15-12:45 p.m., Cole Hall, Parnassus. Free.

ACHIEVING INTIMACY: David Bullard, an experienced speaker and therapist, presents "Communicating from the Heart: Cancer Intimacy & Sexuality," 5:30-7:30 p.m., 2356 Sutter St., 1st floor. To RSVP, call 885-3693.

23 friday

LECTURE ON CHRONIC PAIN: Mitchell Max, chief, clinical trials unit, National Institute of Dental & Craniofacial Research, National Institutes of Health, presents "Challenges in the Design of Clinical Trials for the Treatment of Chronic Pain, from Glutamate Receptor Antagonists to Acupuncture, noon-1:30 p.m., N 225, Parnassus. Sponsored by the Research Center for Symptom Management, School of Nursing. Call 476-9407.

CHANCELLOR'S INAUGURATION: See story on page 1.

RESEARCH FORUM: The UCSF Center for Aging in Diverse Communities and the Medical Effectiveness Research Center invite the campus community to a symposium titled "Health Research in Communities of Color: Are We Making a Difference?" 4-6 p.m., Laurel Heights, 3333 California St., Chancellor's Room. Call 476-9933.

upcoming events



CHRIS T. ANDERSON

Haile Debas, dean of the UCSF School of Medicine, and Kathy Balestreri, UCSF Stanford Health Care, are the "King" and "Queen" of the UCSF Black & White Gala.

Founders Day banquet

UCSF hosts its annual Founders Day banquet on Wednesday, April 21, at the Westin St. Francis Hotel, San Francisco.

Chancellor Mike Bishop will present the UCSF Medal, the University's highest honor, at the event, which begins at 6:30 with a reception and dinner at 7:15.

Everyone is invited to attend. The cost for the banquet is $60 per person. To request a ticket, call 476-4454. For details on the medal winners, see page 1.

Beyond burnout

The Academic Business Officers Group (ABOG) hosts its annual spring conference, "Beyond Burnout: Practical Tips and Techniques for Surviving (and Thriving) in Today's Busy World," on Thursday, April 29, from 9 a.m. to 4 p.m., at the Laurel Heights Conference Center, 3333 California St.

The registration deadline is Thursday, April 15.

Experts will discuss topics such as how to recognize, prevent and manage job burnout, how organizations can successfully apply flexible work arrangements and how to master strategies for preventing disease and enhancing health.

For more information on the event, call 476-1101.

Earth fair at UCSF

UCSF hosts an earth fair on Wednesday, April 28, from 11:30 a.m. to 1:30 p.m., at Saunders Court. Meet with experts on the environment, energy, water, recycling and more. Food, fun and games included. For more information, call 476-0729.

Get ready for the gala

UCSF invites the campus community to the Black & White Gala on Saturday, May 1, from 8 p.m. to 12:30 a.m., at the California Academy of Sciences in Golden Gate Park.

The event will feature four rooms with sensational music: '70s & '80s Dance by the Cheeseballs, Salsa by Cubancan (free beginning instructional lessons from 8:30-9:15), Hip Hop by DJ Wisdom, Jazz by Jas Syndicate & Michael Weiner Trio.

Tickets are on sale now at Millberry Central Desk and at all Empact! Presents ticket locations.

For a virtual tour of the event, visit www.empact.ucsf.edu/gala or call Empact! Presents at 476-2675.